

FISCAL NOTE

HB 189 - SB 1716

March 5, 2003

SUMMARY OF BILL: Establishes the *Equal Pay Remedies and Enforcement* Act to provide that:

- an employer found guilty of discrimination in employment or pay would be liable for compensatory and punitive damages.
- any employer found liable by virtue of a final judgement under this part for any monetary damages shall pay to the state a civil penalty equal to 10% of the amount of damages owed.
- the Commissioner of Labor and Workforce Development is required to appoint an Equal Pay Commission consisting of nine members. Requires the commission to make a full and complete study of wage disparity and report its findings to the Commissioner of Labor and Workforce Development no later than 12 months after its members are appointed. The Commissioner shall transmit it to the governor and the speakers of both houses of the general assembly. Provides that the report shall include the results of the study as well as recommendations, legislative and otherwise, for the elimination and prevention of disparities in wages between men and women, and between minorities and non-minorities.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures - \$1,980 Each One-Day Meeting
Increase State Revenues - Not Significant

Estimate assumes:

- an increase in expenditures in the Department of Labor and Workforce Development for travel expenses for the commission members.
- a not significant revenue from the collection of penalties.
- the Department of Labor and Workforce Development will provide support staff to accomplish the study.

CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.



James A. Davenport, Executive Director